



Department of Defense DIRECTIVE

August 24, 1994
NUMBER 1322.22

USD(P&R)

SUBJECT: Service Academies

- References: (a) DoD Directive 5160.20, "Appointment of Foreigners to the Service Academies," August 4, 1981 (hereby canceled)
- (b) Title 10, United States Code
 - (c) Section 5102(c)(10) of title 5, United States Code
 - (d) Section 203(c) of title 37, United States Code
 - (e) through (h), see enclosure 1

A. PURPOSE

This Directive:

1. Replaces reference (a).
2. Establishes policy, assigns responsibilities, and prescribes procedures for DoD oversight of the Service academies.

B. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense, the Military Departments, the Inspector General of the Department of Defense (IG, DoD), the Defense Agencies, and the DoD Field Activities (hereafter referred to collectively as "the DoD Components").

C. DEFINITIONS

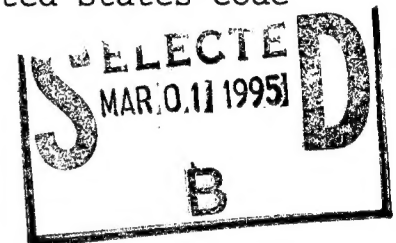
Terms used in this Directive are defined in enclosure 2.

D. POLICY

1. The purpose of the academies is, as follows:

a. To provide an annual influx of career-motivated officers and future leaders into each Service. Those officers shall be immersed in the traditions and professional values essential to the institutional character of the U.S. Armed Forces.

b. The annual accession of a substantial number of officers who have experienced an intensive professional military



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environment during the achievement of a 4-year college education is a key to maintaining institutional values essential to the military structure. The accession of those officers generates positive peer influence to convey these traditions and values, stimulating the entire force. That serves to sustain professional attitudes, values, and beliefs essential to the long-term readiness of the Armed Forces.

2. Organization of the Academies

a. That organization is prescribed by the Secretaries of the Military Departments concerned, consistent with Chapters 403, 603, and 903 of 10 U.S.C. (reference (b)), and this Directive.

b. There shall be at each academy a superintendent, a dean of the faculty, a commandant, an athletic director, and a director of admissions. The Secretaries of the Military Departments may employ as many civilian faculty members, as considered necessary.

c. Positions of dean, director of admissions, and permanent professors held by military personnel shall be appointed by the President by and with the advice and consent of the Senate; the superintendent and the commandant shall be detailed to those positions by the President.

d. The immediate governance of the academies is by their superintendents, who also shall serve as the commanding officers of the academies and their military posts.

e. The superintendents shall be responsible for the day-to-day operation of the academies, and the welfare of cadets or midshipmen, and staff.

f. The deans of the faculties of the academies shall direct and manage the development and execution of an undergraduate curriculum that recognizes the requirement for graduates to understand technology while gaining a sound historical perspective and an understanding of different cultures. The curricula shall be broadly based in the physical and social sciences, and the arts and humanities.

g. The commandants shall direct and manage the military training programs and shall exercise command over cadets or midshipmen of the academy, as determined by the superintendent.

h. The directors of athletics shall direct and manage the intercollegiate athletic programs and other physical fitness programs, as determined by the superintendents.

i. The academic faculties shall consist of civilian and military members in proportions determined by the Secretary of the Military Department concerned, at pay levels determined by the Secretary of the Military Department concerned (Chapters 403, 603, and 903 of 10 U.S.C. and Section 5102(c)(10) of 5 U.S.C. (references (b) and (c)). Faculty members shall possess academic expertise and teaching prowess. They shall exemplify high standards of conduct and performance and shall be expected to participate in the full spectrum of academy programs, to include providing leadership for curricular and extracurricular activities of cadets or midshipmen. Those faculties also shall participate in the development of curricula.

j. The members of academy faculties shall comply with standards of conduct and performance established by the Secretaries of the Military Departments concerned, and the superintendents concerned, consistent with this Directive. Faculty members shall participate actively in the development of cadets or midshipmen through the enforcement of standards of behavior and conduct in academy and Service regulations.

k. The superintendent shall ensure that noninstructional staff consists of the minimum number of people that are absolutely essential to meet the objectives of the academy and its military post.

l. Compensation and benefits for civilian faculties shall be sufficiently competitive to achieve academic excellence. The achievement of such excellence shall be determined by the superintendent, who shall comment annually on the adequacy of such pay as part of the report specified in subsection F.1., below. Pay for cadets and midshipmen is in Section 203(c) of 37 U.S.C. (reference (d)).

m. Additional guidance about organization of the academies is in Chapters 403, 603, and 903 of reference (b).

3. Nomination and Appointment of Cadets and Midshipmen

a. The authorized strength for cadets or midshipmen, and the allocation of strength among nominating authorities, is in Chapters 403, 603, and 903 of reference (b).

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b. From among candidates who are nominated, appointments shall be offered to those having strong potential for success as cadets or midshipmen, and ultimately as commissioned officers. Notification of candidates selected for appointment shall be accomplished by first notifying the nominating sources.

c. Cadets and midshipmen shall be appointed by the President alone. An appointment is conditional until the cadet or midshipman is admitted.

d. Those selected for appointment must have demonstrated the following, through evaluations prescribed by the Secretary of the Military Department concerned:

(1) The potential to successfully complete the program of instruction.

(2) An acceptable level of physical fitness.

(3) Medical qualification for such appointment through examination procedures defined in DoD Directive 5154.25 (reference (e)), and physical standards defined in DoD Directive 6130.3 (reference (f)).

(4) High standards of moral character, personal conduct, and integrity.

e. The following specific eligibility criteria also shall guide selection:

(1) Age. Applicants must be at least 17 years of age, and not have passed their 22nd birthday on July 1 of the year of entry into an academy.

(2) Citizenship. Except for foreigners admitted to the academies under Chapters 403, 603, and 903 of 10 U.S.C. (reference (b)), and this Directive, those appointed must be citizens or nationals of the United States.

(3) Domicile. If nominated by an authority designated in the "Congressional" and "U.S. Possession" categories, defined in Chapters 403, 603, and 903 of reference (b), applicants must be domiciled in the constituency of such authorities.

(4) Marital Status. Those appointed as cadets or midshipmen may not be married, and shall have no dependents.

f. Within 72 hours of reception, new cadets or midshipmen shall undergo Human Immunodeficiency Virus (HIV), drug, and alcohol testing (by practicable, scientific means), and shall be evaluated for drug and alcohol dependence. For such individuals, any appointment as a cadet or midshipman shall be terminated when it is determined that the individual is HIV positive or dependent on drugs or alcohol. Similarly, appointments shall be terminated for persons who refuse to consent to such testing and evaluation. Also within 72 hours of reception, new cadets or midshipmen shall be briefed about separation policies, as in enclosure 3.

g. Medical evaluation of applicants shall be conducted as in DoD Directive 5154.25 (reference (e)). The academies and the DoD Medical Examination Review Board shall work together to ensure timely disposition of appointments. Improvements to the administrative management of those evaluations that are not implemented to the satisfaction of both parties shall be identified to the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)) for resolution.

h. To be admitted to an academy, U.S. appointees must take and subscribe to an oath prescribed by the Secretary. If a U.S. candidate for admission refuses to take and subscribe to the prescribed oath, the appointment is terminated.

4. Cadets or Midshipmen from Foreign Countries

a. Foreign students may receive instruction at an academy; the number may not exceed the limits in Chapters 403, 603, and 903 of 10 U.S.C. (reference (b)). Such instruction shall be on a reimbursable basis. The Under Secretary of Defense for Policy (USD(P)) shall designate the countries from which candidates may be selected, and may waive reimbursement, either wholly or partially.

b. After October 1, 1997, not more than three foreign students from a single country may be enrolled at a single academy without approval. Requests for such approval must be submitted by the Secretary concerned, endorsed by the USD(P), and approved by the USD(P&R). That enrollment restriction does not apply to students participating in exchange programs of up to 2 semesters duration.

c. By the end of May of each year, the Comptroller of the Department of Defense shall establish the tuition rate for the succeeding school year and publish that rate to the Secretaries of the Military Departments, to the USD(P), and to the USD(P&R).

d. By the end of June of each year, the USD(P) shall publish a listing of countries eligible to send students to the academies during the subsequent academic year, specifying reimbursement requirements. That listing shall be provided to the Secretaries of the Military Departments, to the USD(P&R), and to the cognizant U.S. Defense Attaché Offices (USDAOs) or the American Embassies, if no servicing USDAO exists.

e. By the end of August of each year, the superintendents shall extend application invitations, through applicable USDAOs (or the American Embassies), to each eligible country. Those invitations shall describe admissions procedures and define the country's official sponsorship responsibilities.

f. The superintendents shall manage the selection and notification of candidates and shall, with the assistance of the applicable USDAO or American Embassy, obtain written acknowledgment from the sending government of sponsorship responsibilities, and their agreement to reimburse tuition costs, when applicable. The superintendents, with assistance of the Defense Finance and Accounting Service, are responsible for billing and collecting reimbursements, except when those reimbursements have been waived by the USD(P). Questions on enrollment or reimbursement shall be identified to the USD(P&R), for resolution with the USD(P).

5. Development of Cadets and Midshipmen

a. The normal course of instruction at an academy is 4 years with selected, promising cadets or midshipmen pursuing longer terms when required to meet academy requirements. The Secretaries of the Military Departments shall arrange the course of instruction so that cadets or midshipmen are not required to attend classes on Sunday.

b. A bachelor of science degree may be conferred on graduates of the academies (Sections 4353, 6967, and 9353 of Chapters 403, 603, and 903 of 10 U.S.C. (reference (b))). Besides academic preparation, each academy shall provide for development of military and leadership skills, and physical fitness. A broad program of physical fitness and conditioning, as well as intramural and intercollegiate athletic programs, shall be provided as an integral part of individual development.

c. "Hazing." (See enclosure 2, definition 5.) The practice of hazing is prohibited by law (Sections 4352, 6964, and 9352 of Chapters 403, 603, and 903 of reference (b)). Subject to approval by the Secretaries of the Military Departments

concerned, the superintendents shall prescribe regulations and procedures to prevent its occurrence and prescribe dismissal, suspension, or other adequate punishment for violations. A cadet or midshipman dismissed from an academy for hazing may not be reappointed as a cadet or midshipman at an academy.

d. An important component in the growth of cadets or midshipmen is the leadership development system; its purpose is to motivate graduates to seek leadership responsibilities and enable them to think clearly, decide wisely, and act decisively under pressure and in a variety of leadership situations. Leader development shall recognize the following:

(1) Positive leadership, equal opportunity, and respect for one another's value and personal dignity.

(2) Leaders work to eliminate dysfunctional stress and thereby ease the subordinate's accomplishment of required tasks. The Secretaries of the Military Departments concerned and superintendents have wide latitude in determining knowledge requirements for cadets and midshipmen. Memorization of trivia, such as complete menus for meals, is generally inappropriate. Establishment of such requirements shall be closely monitored.

(3) Bearing, fitness, and posture are important to effective leadership, and contribute to overall well-being. Exaggerated forms of posture, speech, or movement (such as "hugging walls") generally do not constitute proper military bearing. Establishment of such requirements shall be closely monitored.

(4) Leadership development systems must provide for role models; opportunities to learn, practice, and receive feedback; and access to support. Direct support to leader development shall be provided by concurrent and relevant coursework to create an interplay between learning the science of leadership in the classroom, while learning the art of leadership outside the classroom.

e. The highest ethical and moral standards are expected of the officer corps. The honor systems of the academies shall support that expectation by enforcing adherence to standards of behavior embodied in the honor codes or concepts of the academies. Violations of integrity standards may constitute a basis for disenrollment, as in DoD Directive 1332.23 (reference (g)).

f. The sustainment of high performance standards ensures that cadets or midshipmen who are unwilling or are unable to

successfully complete the program of instruction at an academy are identified expeditiously. Cadets or midshipmen who are reported as "deficient" in conduct, studies, or physical fitness, and recommended for disenrollment from an academy may not, unless recommended by an academic or academy board, be returned or reappointed to an academy. Those cadets or midshipmen selected for return shall be reappointed consistent with the criteria prescribed by that board.

6. Management of Cadets and Midshipmen

a. The pay of cadets and midshipmen is prescribed by Section 203(c) of 37 U.S.C. (reference (d)). The Secretaries of the Military Departments concerned shall comment on the adequacy of compensation as part of the annual report prescribed in subsection F.1., below.

b. The disenrollment of cadets or midshipmen from the academies shall be managed as in DoD Directive 1332.23 (reference (g)).

c. As part of the annual report prescribed in subsection F.1., below, the Secretaries of the Military Departments concerned shall report disposition of disenrolled cadets or midshipmen (i.e., specifying whether those disenrolled were ordered to active duty, or were required to reimburse costs of education instead of active duty service).

d. Cadets and midshipmen must complete all academy requirements to receive a commission and a degree. Cadets or midshipmen who become medically disqualified for appointment as a commissioned officer during their senior year, who otherwise would be qualified to complete the course of instruction and to be appointed as a commissioned officer, and who are capable of completing the academic course of instruction with their peers, shall be permitted to complete the academic course of instruction with award of an academic credential determined by the Secretary of the Military Department concerned.

7. Graduation and Commission

a. Cadets or midshipmen who complete all requirements prescribed by the Secretary of the Military Department for graduation and appointment are eligible to be commissioned, as in Chapters 33, 403, 603, and 903 of 10 U.S.C. (reference (b)).

b. After September 30, 1996, no person may receive an original appointment as a commissioned officer in the Regular Army, the Regular Navy, the Regular Air Force, or the Regular Marine Corps until that person has completed at least 1 year of service on active duty as a commissioned officer (other than a warrant officer) of a Reserve component.

c. Graduation leave shall be administered as in Section 702 of 10 U.S.C. (reference (b)). Those initially appointed in the Reserve components shall be concurrently ordered to active duty, without a break in active Federal service, to comply with graduation leave provisions in Section 702 of reference (b). Officers appointed from cadet or midshipman status shall not be voluntarily released from active duty, solely to pursue the benefits of another career, during the initial 2 years of active commissioned service, unless approved by the USD(P&R).

8. Inter-Service Commissioning

a. To be considered qualified for inter-Service appointment, applicants must meet all graduation requirements and all requirements for commissioning in the gaining Service; both the gaining and the losing Secretary of the Military Department concerned, or their designees, must concur in the appointment. In accordance with Chapter 33 of reference (b), not more than 12½ percent of a graduating class from any academy may be commissioned in Armed Forces not under the jurisdiction of the Military Department administering that academy.

b. Endorsements from the losing academy shall contain the applicants' current academic transcripts, order of merit standing and, if applicable, results of the gaining Service's testing for flight training or other qualification. Applications supported by the losing Military Department shall be forwarded to the gaining Military Department not later than November of the calendar year before graduation. The gaining Secretary of the Military Department concerned, or designee, shall act on applications not later than the following January and shall immediately notify the losing Secretary of the Military Department concerned, or designee, of decisions. Affected cadets or midshipmen shall be expeditiously notified of the disposition of applications.

c. Those selected for transfer shall be integrated within active duty lists (see enclosure 2, definition 2.) of the gaining Military Service. When seniority on that list relies on academy class standing, they shall be initially integrated

immediately following the cadet or midshipman holding equal numerical class standing at the academy of the gaining Military Department.

9. Academy Preparatory Schools

a. Academy preparatory schools are postsecondary educational institutions operated by each of the Military Departments to provide enhanced opportunities for selected candidates to be appointed to the academies. The schools provide an avenue for effective transition to the academy environment. The mission of academy preparatory schools is to prepare selected candidates for admission who are judged to need additional academic preparation, so that they will be able to perform successfully as cadets or midshipmen. Each of the respective school's program of instruction shall focus on academic preparation and on those areas of personal and physical preparation that reflect the mission of both the academy and the Service concerned.

b. Primary consideration for enrollment shall be accorded to nominees to fill officer accession objectives for minorities, including women, and for those enlisted applicants who, by their professional performance and demonstrated ability, deserve consideration for appointment to an academy.

c. Faculty members shall possess academic expertise and teaching prowess. They shall exemplify high standards of conduct and performance. Faculty members shall be expected to participate in all preparatory school programs, to include providing leadership for curricular and extracurricular activities of those enrolled. Curriculum design shall recognize academic preparation as the priority purpose; associated programs shall capitalize on economies and efficiencies.

d. Preparatory school programs shall provide tailored individual instruction to strengthen candidate abilities and to correct deficiencies in academic areas emphasized by the academies. Additionally, preparatory school programs shall provide supplementary instruction in military orientation, physical development, athletics, and other specific areas of interest determined by the Secretary of the Military Department concerned.

10. Review and Oversight

a. Boards of Visitors of the academies are established by Chapters 403, 603, and 903 of 10 U.S.C. (reference (b)) to inquire into the efficiency and effectiveness of academy

operations. Annual visits are conducted, following which annual reports are provided to the President. More frequent visits by the boards or their members may be accomplished with the approval of the Secretary of the Military Department concerned, who also may approve the use of advisers for consultation with the boards or their members. Annual reports by the boards to the President shall be forwarded to the President within 60 days after the annual visit, with copy to the USD(P&R).

b. Oversight by the Inspector General of the Department of Defense (IG, DoD) shall be provided, in accordance with DoD Directive 5106.1 (reference (h)). When required, the OUSD(P&R) shall recommend to the IG, DoD, any areas of academy operations that merit specific review during the subsequent fiscal year (FY).

c. Annually by November 30, using data as of September 30, the Secretaries shall provide to the USD(P&R) the reports defined in subsections F.1. and F.2., below.

d. Annual conferences of the superintendents shall be accomplished with participation by the OUSD(P&R), and representatives of the Secretaries of the Military Departments. Conferences shall be hosted by the academies on a rotating basis, and shall include the commandants, the deans, the directors of admissions, the directors of athletics, and others designated by the superintendents. Conferees shall discuss matters of collective interest, and shall identify plans to address areas requiring corrective action. The host superintendent expeditiously shall provide a summary of issues and actions to the OUSD(P&R) following the conference.

E. RESPONSIBILITIES

1. The Under Secretary of Defense for Personnel and Readiness shall:

a. Serve as the DoD focal point for matters affecting the academies.

b. Assess operations of the academies based on reports prescribed in subsections F.1. and F.2., below, and the annual reports of the Boards of Visitors of the academies.

c. Establish policy and guidance to provide for the uniform oversight and management of the academies.

d. Monitor academy operations to ensure cost-effective employment of resources in the accomplishment of the academy missions, including systematic collection of information to predict and evaluate performance, attrition, and costs.

2. The Under Secretary of Defense for Policy shall:

a. Designate countries from which candidates may be selected.

b. Oversee the management of admission vacancies for foreign students, as in subsection D.4., above.

c. Issue implementing guidance as necessary, including waiver of reimbursement either wholly or partially.

3. The Comptroller of the Department of Defense shall establish and publish the tuition rate for foreign students, as defined in paragraph D.4.c., above.

4. The Inspector General of the Department of Defense shall evaluate programs, as in DoD Directive 5106.1 (reference (h)).

5. The Assistant Secretary of Defense for Health Affairs shall accomplish the medical evaluation of applicants to the academies, through the DoD Medical Examination Review Board, as in DoD Directive 5154.25 (reference (e)).

6. The Secretaries of the Military Departments shall:

a. Comply with policies in section D., above, and the procedures in section F., below.

b. Publish regulations, as necessary, to implement that guidance.

F. PROCEDURES

1. Academy Assessment Report. Annually by November 30, using data as of September 30, the Secretaries shall report to the USD(P&R) on the following:

a. The current and anticipated recruiting and admissions posture in contrast with that of the previous 3 years, with an assessment of the following:

(1) The number of applicants and nominees.

(2) Their quality (using ranking parameters employed by the academy, such as academic or athletic accomplishments and standard test scores, etc.).

(3) Discussion of changes to entrance standards made in the past year, or planned.

(4) Summary of admissions trends for women and minorities.

b. The adequacy of compensation and benefits for cadets or midshipmen and civilian faculty.

(1) Discussions of civilian faculty compensation shall include comparisons with salaries for equivalent positions in the academy's area and at equivalent institutions, using methodology developed jointly among the academies and the OUSD(P&R).

(2) Such comparisons shall display average salaries in the local region, and at equivalent institutions, with the average salaries at the academy. Comparisons shall be made by position (i.e., professor, associate professor, and assistant professor) and academic discipline.

c. Significant changes to curricula implemented in the past year, or planned, along with an appraisal of faculty manning and qualifications, including military and/or civilian mix.

d. Adequacy of resources and facilities, along with a discussion of major construction or maintenance starts that are being executed or are planned.

e. The institutional environment affecting cadets or midshipmen, including specific comments about the health of the leadership development and honor systems.

f. Attrition patterns for the previous 3 years by type of separation (e.g., medical, moral, physical, and academic), with an appraisal of whether attrition could be reduced without adverse impact on the quality of graduates. Define separations by class for each FY, and the associated active service obligations or reimbursements, as discussed in paragraph D.6.c., above.

g. The disposition of requests for inter-Service commission that were submitted during the previous year. For cases where such inter-Service commissions were denied by the losing Service, the rationale supporting such decision(s) shall be provided.

h. Significant recurrent incidents of indiscipline during the reporting period, including violations of regulations or the Uniform Code of Military Justice (UCMJ) (Chapter 47 of 10 U.S.C. (reference (b))), along with disposition and planned actions to reduce such indiscipline.

i. Such special interest topics as may be designated by USD(P&R).

2. Preparatory School Assessment Report. Annually by November 30, using data as of September 30, the Secretaries shall report to the USD(P&R) the following:

a. The current and anticipated recruiting and admissions posture in contrast with that of the previous 3 years, with an assessment of the number of applicants, and their quality (using ranking parameters employed by the preparatory school in selecting applicants).

b. A summary of admissions trends for women, minorities, former enlisted members, and recruited athletes; and a discussion of changes to the mix of those groups made during the past year or planned.

c. The adequacy of compensation and benefits for those enrolled, and civilian faculties.

d. Significant changes to curricula implemented in the past year, or planned, along with an appraisal of faculty manning and qualifications, including military and/or civilian mix.

e. Adequacy of resources and facilities, along with a discussion of major basing, construction, or maintenance starts that are being executed or are planned.

f. Attrition patterns for the previous 3 years by type of separation (e.g., medical, moral, physical, and academic), with an appraisal of whether attrition could be reduced.

g. Academy admission rates for the past three preparatory school graduating classes, and an appraisal of whether those rates can or should be adjusted. Also, discuss academic remediation effected by the preparatory school experience, as indicated by initial and subsequent evaluations of students.

h. Significant recurrent incidents of indiscipline during the reporting period, including violations of regulations or

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the UCMJ (Chapter 47 of 10 U.S.C. (reference (b))), along with disposition and planned actions to reduce such indiscipline.

i. Such special interest topics as may be designated by USD(P&R).

G. INFORMATION REQUIREMENTS

The reporting requirements in subsections F.1. and F.2., above, have been assigned Reports Control Symbol DD-FM&P(A)1934.

H. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. The Secretaries of the Military Departments shall review existing documents for conformance with this Directive. Forward two copies of implementing documents to the Under Secretary of Defense for Personnel and Readiness within 120 days.



John M. Deutch
Deputy Secretary of Defense

Enclosures - 3

1. References
2. Definitions
3. Applicant Briefing Item on Separation Policy

REFERENCES, continued

- (e) DoD Directive 5154.25, "DoD Medical Examination Review Board," June 11, 1981
- (f) DoD Directive 6130.3, "Physical Standards for Enlistment, Appointment, and Induction," March 31, 1986
- (g) DoD Directive 1332.23, "Service Academy Disenrollment," February 19, 1988
- (h) DoD Directive 5106.1, "Inspector General of the Department of Defense," March 14, 1983

DEFINITIONS

1. Academy(ies). Refers to the U.S. Military, the Naval, or the Air Force Academy.
2. Active Duty Lists. A single list of officers serving on active duty. Officers are carried on the active duty list of the Armed Force of which they are members in order of seniority. (See Section 620 of 10 U.S.C. (reference (b)) for additional information.)
3. Appointment. Applicants who are selected for admission to the academies are appointed by the President as cadets or midshipmen. (See definition 7., below, "nomination.") Those who complete the course of instruction at an academy may be appointed as a commissioned officer in the Armed Forces.
4. Boards of Visitors. Chapters 403, 603, and 903 of reference (b) define the composition and purpose of those boards. Annually, those boards visit the academies and provide a report to the President of their views and recommendations about the academies.
5. Hazing. Any unauthorized assumption of authority by a cadet or midshipman whereby another cadet or midshipman suffers or is exposed to any cruelty, indignity, humiliation, oppression, or the deprivation or abridgment of any right. The Secretaries of the Military Departments, or the superintendents of the academies, may issue regulations which augment this definition to amplify or clarify local guidelines.
6. Honor Code (Concept). A prescribed standard of ethical behavior applicable to cadets or midshipmen, as determined by the Secretary of the Military Department concerned.
7. Nomination. The recommendation by one holding authority to recommend candidates for vacancies at the academies, as in Chapters 403, 603, and 903 of reference (b), including the President, the Vice President, the Members of Congress and the Delegates, certain Government officials of U.S. Possessions, the Secretaries of the Military Departments, and the superintendents of the academies.
8. Superintendent, Dean, Commandant, and Permanent Professors
Positions established in the organization of each of the academies, with duties as in Chapters 403, 603, and 903 of reference (b), and subsection D.2. of this Directive. The terms "dean" and "academic dean and provost" may be used interchangeably.

APPLICANT BRIEFING ITEM ON SEPARATION POLICY

A. INDIVIDUAL RESPONSIBILITY

As military members, you occupy a unique position in society. You represent the military establishment. That special status brings with it the responsibility to uphold and maintain the dignity and high standards of the U.S. Armed Forces at all times and in all places. The Armed Forces must also be ready at all times for worldwide deployment. That fact carries with it the requirement for military units and their members to possess high standards of morale, good order and discipline, and cohesion. As a result, military laws, rules, customs, and traditions include restrictions on your personal behavior that may be different from civilian life. Members of the Armed Forces may be involuntarily separated before their enlistment or term of service ends for various reasons established by law and military regulations. Some unacceptable conduct may be grounds for involuntary separation, as follows:

1. Infractions. You establish a pattern of disciplinary infractions, discreditable involvement with civil or military authorities, or cause dissent or disrupt or degrade the mission of your unit. That may also include conduct of any nature that would bring discredit on the Armed Forces in the view of the civilian community.

2. Dependency. Because of parental responsibilities, you are unable to perform your duties satisfactorily or you are unavailable for worldwide assignment or deployment.

3. Weight Control. You fail to meet the weight control standards.

B. GROUND FOR DISCHARGE

Although we have not and will not ask you whether you are a "heterosexual," "homosexual," or "bisexual," you should be aware that homosexual acts, statements that demonstrate a propensity or intent to engage in homosexual acts, and homosexual marriages or attempted marriages are grounds for discharge from the Armed Forces. That means that if you do one of the following, you could be involuntarily separated before your term of service ends:

1. Homosexual Acts. You engage in, attempt to engage in, or solicit another to engage in homosexual act or acts. A "homo-

sexual act" means touching a person of your same sex or allowing such a person to touch you for the purpose of satisfying sexual desires. (For example, hand-holding or kissing, or other physical contact of a sexual nature.)

2. Homosexual Statements. You make a statement that demonstrates a propensity or intent to engage in homosexual acts. That may include a statement by you that you are a homosexual or bisexual, or words to that effect. It also may include behavior that a reasonable person would believe was intended to convey the statement that you are a homosexual or bisexual.

3. Homosexual Marriage. You marry or attempt to marry a person of your same sex.

C. STATEMENTS AND ACTS TO END MILITARY SERVICE

You will not necessarily be discharged if you do or say that listed in subsections A.1. through A.3. or B.1. through B.3., above, solely to end your Military Service. However, you may be disciplined.

D. HARASSMENT OR VIOLENCE NOT TOLERATED

The Armed Forces do not tolerate harassment or violence against any Service member for any reason.